

Ministry of Education

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Ministère de l'Éducation

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2017: B10

MEMORANDUM TO: Directors of Education
Secretary/Treasurers of School Authorities

FROM: Doreen Lamarche
Executive Director (A)
Education Finance Office

Brian Blakeley
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DATE: August 21, 2017

SUBJECT:

1. **Grants for Student Needs (GSN) Funding Regulations for 2017–18**
2. **Principals' and Vice-Principals' Extension Agreement 2018-2020 and Amendment to the 2014-18 Memorandum of Settlement**
3. **Adjustments for Non-Union Staff**
4. **Fees For Central Bargaining for the 2017-2018 School Board Fiscal Year Regulation**

We are writing to inform you that the Grants for Student Needs (GSN) funding regulations for 2017-18 have been made by the Lieutenant Governor in Council. These regulations implement the funding investments, structural reforms, and other changes described in the memorandum *2017: B04 – Grants for Student Needs (GSN) for 2017-18*.

The new regulations for the 2017-18 school year also reflect the recent extension agreement for the Principals and Vice-Principals; however they currently do not reflect the funding changes described in the memorandum *2017: B09 – Plan to Strengthen Rural and Northern Education*.

2017–18 GSN Funding Regulations

Through the GSN regulations, the Government is allocating a projected total of over \$23.8B for elementary and secondary education in the 2017–18 school year.

The new funding regulations are:

1. *Grants for Student Needs – Legislative Grants for the 2017–18 School Board Fiscal Year*;
2. *Calculation of Fees for Pupils for the 2017–18 School Board Fiscal Year*; and
3. *Calculation of Average Daily Enrolment for the 2017–18 School Board Fiscal Year*.

All of the above regulations may be accessed through the [Ministry's public website](#).

The implementation of the province's GSN funding commitments has also required technical amendments to the 2014–15, 2015-16 and 2016-17 GSN and related regulations.

The Lieutenant Governor in Council has also made changes to O. Reg. 132/12, Class Size and, O. Reg. 224/10, Full Day Junior Kindergarten and Kindergarten. These amendments reflect the changes announced in the memorandum above and further detailed in memorandum *2017: SB14 Funding in 2017-18 to Support the Implementation of 2017-2019 Labour Agreements*. Detailed instructions regarding elementary class size reporting for the 2017-18 school year will be provided before the start of the school year.

In addition, the following regulations have been revoked:

- *Calculation of Average Daily Enrolment for the 2009-2010 School Board Fiscal Year – O. Reg. 154/09*
- *Grants for Student Needs – Legislative Grants for the 2009-2010 School Board Fiscal Year - O. Reg. 155/09*
- *Calculation of Fees for Pupils for the 2009-2010 School Board Fiscal Year - O. Reg. 156/09*
- *Calculation of Average Daily Enrolment for the 2010-2011 School Board Fiscal Year - O. Reg. 194/10*
- *Calculation of Fees for Pupils for the 2010-2011 School Board Fiscal Year - O. Reg. 195/10*
- *Grants for Student Needs – Legislative Grants for the 2010-2011 School Board Fiscal Year - O. Reg. 196/10*
- *Calculation of Average Daily Enrolment for the 2011-2012 School Board Fiscal Year - O. Reg. 158/11*
- *Calculation of Fees for Pupils for the 2011-2012 School Board Fiscal Year - O. Reg. 159/11*
- *Grants for Student Needs – Legislative Grants for the 2011-2012 School Board Fiscal Year - O. Reg. 160/11*
- *Calculation of Average Daily Enrolment for the 2012-2013 School Board Fiscal Year - O. Reg. 134/12*
- *Calculation of Fees for Pupils for the 2012-2013 School Board Fiscal Year - O. Reg. 135/12*
- *Grants for Student Needs – Legislative Grants for the 2012-2013 School Board Fiscal Year - O. Reg. 136/12*
- *Calculation of Average Daily Enrolment for the 2013-2014 School Board Fiscal Year - O. Reg. 118/13*

- *Calculation of Fees for Pupils for the 2013-2014 School Board Fiscal Year - O. Reg. 119/13*
- *Grants for Student Needs – Legislative Grants for the 2013-2014 School Board Fiscal Year - O. Reg. 120/13*

Principals' and Vice-Principals' Extension Agreement 2018-2020 and Amendment to 2014-18 Memorandum of Settlement

On May 18, 2017, l'Association des directions et directions adjointes des écoles franco-ontariennes (ADFO), the Catholic Principals' Council of Ontario (CPCO), the Ontario Principals' Council (OPC), l'Association des conseils scolaires des écoles publiques de l'Ontario (ACEPO), l'Association franco-ontarienne des conseils scolaires catholiques (AFOCSC), the Ontario Catholic School Trustees' Association (OCSTA), the Ontario Public School Boards Association (OPSBA) and the Crown reached an agreement to extend the 2014-18 memorandum of settlement by two years.

This agreement will extend the principals' and vice-principals' terms and conditions of employment until August 31, 2020. The agreement includes modest wage increases, as well as investments in benefits transformation and professional development. Simultaneously, amendments to the 2014-2018 agreement were also made, including an adjustment to compensation, and the introduction of system investments.

As previously mentioned, there were a number of funding enhancements to the 2017-18 GSN to support these agreements, which due to timing were not included in the April GSN announcement or the Estimates forms, but have been reflected in the funding regulations. With the exception of the enhancements related to benefits described below, there are no changes for non-unionized staff that are not principals or vice-principals, as these were already reflected in the April GSN announcement. As part of the financial officer review process, the 2017-18 Estimates submissions from boards will be adjusted to reflect these funding enhancements.

Salaries and Professional Development

As part of the amendments to the 2014-2018 agreement, the salary increase of \$288 that was to take effect on August 31, 2018 now takes effect on September 1, 2017. This increase is reflected in the amounts shown in the additional compensation for principals and vice-principals amount table in the grant regulation.

The ministry also committed to providing funding for a one-time payment in 2017-18 for professional development, equivalent to the amount that would have been generated if the salary benchmarks for principals and vice-principals had been increased by 0.5%. This additional funding has been reflected as an increase in the professional development amount.

Benefits

The 2017-18 GSN table amount for benefits funding reflects an inflation increase of 4%. Revised school board benefit funding letters will be issued this summer to reflect the principals and vice-principals' agreement and to update the school boards' share of the benefit costs now that the 2014-15 benefit costs due diligence review is nearing finalization.

System Investments

In recognition of the leadership role that principals and vice-principals play in the publicly funded education system, the ministry will provide a system investment in 2017-18 of approximately \$4.3M. This increase is reflected in the Local Priorities Fund table amount in the grant regulation.

Adjustments for Non-Union Staff (excluding Principals and Vice-Principals)

For other non-union staff (excluding Directors of Education) increases to salary benchmarks of 1.5 per cent in 2017-18 were reflected in the memorandum *2017: B04 – Grants for Students' Needs for 2017-18*, issued on April 12, 2017. However, employees who are captured under the *Broader Public Sector Accountability Act, 2010* remain subject to the provisions under that Act.

Also in memorandum 2017: B04, the ministry has committed to provide funding for a one-time payment in 2017-18 for professional development, equivalent to the amount that would have been generated if the salary benchmarks for these staff had been increased by 0.5%.

For other non-union staff, the 2017-18 GSN table amount for benefits funding reflects an inflation increase of 4%. Revised school board benefit funding letters will be issued this summer to reflect this adjustment and to update the school boards' share of the benefit costs now that the 2014-15 benefit costs due diligence review is nearing finalization.

As noted in the memorandum *2017: SB14 – Funding in 2017-18 to Support the Implementation of 2017-2019 Labour Agreements*, the ministry will provide a system investment in 2017-18 for non-union staff. This increase is reflected in the Local Priorities Fund table amount in the grant regulation.

Fees For Central Bargaining Regulation

Under the *School Boards Collective Bargaining Act, 2014 (SBCBA)*, trustees' associations are the statutorily designated employer bargaining agents (ErBAs) at all central collective bargaining tables and, as such, require funding to fulfill this key role.

The Fees for Central Bargaining regulation continues to provide the framework for the support of labour relations activities for the trustees' associations in the 2017-18 school year by authorizing the flow of funds from school boards to trustees' associations through the annual GSN process.

No material changes have been made for the 2017-18 school year.

The regulation retains the following key elements:

- The fee to be paid by an individual school board to their respective central employer bargaining agency;
- The obligation for fees to be paid;
- An annual deadline of October 15th for payment of fees; and
- The forfeiture of ratification voting rights in the event of non-payment by November 15th.

Total funding for all associations is nearly \$4.6M, the same amount as for the 2015-16 and 2016-17 school years. As shown in the following table, the amount of total funding provided to each designated bargaining agency differs. This reflects the associations' varying levels of participation in central bargaining with teachers' federations and education workers' unions.

Type of School Board / Trustees' Association	# of School Boards (A)	Total Payments for Designated Bargaining Agent (B)	Funding for each school board (B ÷ A)
English-language Public / OPSBA	31	\$1,342,796	\$43,316
English-language Catholic / OCSTA	29	\$1,247,493	\$43,017
French-language Public / ACÉPO	4	\$934,512	\$233,628
French-language Catholic / AFOCSC	8	\$1,038,832	\$129,854
Isolate/Hospital / OPSBA	9	\$9,000	\$1,000
TOTAL	n/a	\$4,572,633	n/a

The regulation continues to be reviewed annually as part of the GSN process.

If you require further information please contact:

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